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## REVIEWS

*The Adjustment of Wages.* A study of the iron and coal industries in Great Britain and America. By W. J. ASHLEY. Pp. xx, 362. Price, \$4.00. London and New York: Longmans, Green & Co., 1903.

In this book Professor Ashley has brought together eight lectures which were delivered at Manchester College, Oxford, during 1903. The special interest of the volume for the American reader lies in the author's discussion of the development of the United Mine Workers' Organization, the very interesting account of the several conflicts in which they engaged with their employers, and the resulting growth of the principle of conciliation and arbitration. His discussion of the anthracite problem is also of particular interest to the American reader. In addition to a review of the experience of Great Britain in arbitration and conciliation in the iron and coal trades, where he offers little that has not already been fully discussed by such writers as the Webbs, Professor Ashley presents some interesting conclusions. His argument is, on the whole, in favor of the principle of the sliding scale. He holds, with the bituminous operators of the United States, that it is far better for masters and men to work in harmony, and thus to profit at the expense of the consumer, than to bring about a system of wage payment which opens the door to unrestricted competition, and allows the consumer to profit at their expense. This point of view is very fully illustrated by the experience of both England and America. The recent course of events in the anthracite trade bears out the soundness of Professor Ashley's conclusions. By the award of the Anthracite Commission the scale of wages, based on the amount mined, is placed on a level of approximately fifty cents higher than that which prevailed before the strike of 1900. As a result the operators are forced to limit production and thus to maintain prices. It is true that the limitation of output, no matter what the agreement with their laborers may be, is to the operators' interest, and they have attempted to follow this plan in former years by mutual agreements, all of which, however, have broken down until replaced by the community of interest principle which now dominates their policy. It may be questioned, however, even with the close financial alliance which now prevails among the leading anthracite companies, whether they could maintain restriction agreements were it not for the imperative necessity which a wage rate fixed for three years and based upon the price of coal imposes upon them. The recent revelations in the building trades of alliances between the union and the contractors offers further proof of the soundness of Professor Ashley's reasoning. In so clearly developing the identity of the business interests of employer and employee, Professor Ashley has rendered a distinct service to both classes.

His attitude on the legal position of trades unions is not so clear. He holds that the law upon this subject is not yet clearly defined and advocates the appointment of a commission to consider the entire subject. On the whole, we gather from his discussion that he favors the incorporation of trades unions with the qualification that their liability shall be limited to the

enforcement upon them of the decisions of arbitration boards, or of agreements with their employers.

Not the least valuable portion of the book is the material contained in the appendix. The author has earned the gratitude of students of the subject by collecting a very admirable bibliography contained in the appendix, and in the voluminous footnotes with which he has carefully supported every statement, the rules of the conciliation boards in the iron and coal trades of Great Britain, the joint agreements and scales in the iron and coal trades of the United States, and a large part of the material relating to the United States contained in the Report of the Industrial Commission. The appendix also contains a portion of the correspondence leading up to the appointment of the Anthracite Arbitration Commission and the awards of that Commission. Another admirable feature of the volume is a series of four maps, showing the coal fields of Great Britain, the coal land actually worked in the leading coal-producing States of the United States, the railroads entering the anthracite fields in Pennsylvania, and the ownership of the anthracite coal lands of Pennsylvania.

Professor Ashley has done his work with great care, and in spite of his modest disclaimer to having contributed anything new to the discussion of the labor question, it cannot be doubted that he has not only done this, but has further presented a mass of materials from which subsequent investigators cannot fail to profit.

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*The Place of Industries in Elementary Education.* By KATHARINE ELIZABETH DOPP. Pp. vi, 208. Price, \$1.00. Chicago: University of Chicago Press, 1903.

Books on education are not good reading. We pick them up from a sense of duty and find them full of commonplaces and hackneyed expressions that in other fields are constantly displaced by the advance of science. This book, however, deserves study because of the freshness of its thought. Its appearance indicates that educators are becoming conscious of the relation of their subject to other sciences. Miss Dopp ought, therefore, to exert an influence in broadening the viewpoint of her co-workers even if some of her doctrines rest on an inadequate basis. To show the connection of education with the other sciences is more important than to be right in the individual doctrines advanced. It is also a distinct service to bring together from widely scattered sources the significant facts about the Aryan peoples. I know of no other book in which so much of our racial history is comprised in so small a place and stated so clearly. Even if the book should be considered as purely historical, the reader will find valuable material at hand.

The scheme of education unfolded by Miss Dopp can be readily comprehended. The physical attitudes of a race are the outcome of the situations in which the race has lived. Each epoch has brought about certain interactions between man and his environment which, if long continued, are